

RCN Telecom Services of Illinois, LLC, dba Astound				
EEO Public File Report				
Employment Unit ID #11970				
Cook, Illinois County & Vanderburgh, Indiana County				
FCC Year July 15, 2025 through July 14, 2026				
Total # of Full-Time Vacancies Filled During Period: 58				
Total # People Interviewed for Full-Time Vacancies During Period: 320				
Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD008485	Broadband Network Technician II	Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
BROAD008511	Broadband Technician I	Jobfair	1	0
		Linkedin	1	0
		Indeed	2	0
		Appcast	1	1
		Astound Broadband Internal Posting	1	0
BROAD008860	Broadband Technician I	Indeed	1	1
BROAD008862	Broadband Dispatcher I	RecruitUSA	1	0
		Indeed	2	1
BROAD008917	Broadband Dispatcher I	Appcast	1	0
		Indeed	2	0
		Appcast	1	1
BROAD009129	Broadband Technician II	Indeed	1	0
		Astound Broadband Website - Careers Page	1	1
BUSIN008762	Business Development Manager	3rd Party Agency	1	1
		Linkedin	2	0
		Indeed	3	0
		Astound Broadband Website - Careers Page	1	0
CHANN009009	Channel Offer Manager	Employee Referral	1	0
		Word of Mouth	1	1
		Astound Broadband Website - Careers Page	1	0
DIREC008619	Direct Sales Representative- Residential	Linkedin	2	0
		Facebook	1	0
		Indeed	2	0
DIREC009030	Direct Sales Representative- Residential	Appcast	9	1
		Employee Referral	2	1
		Appcast	3	0
		NSN	1	0
DIREC009051	Direct Sales Representative- Residential	Indeed	5	1
		Appcast	1	0
DIREC009085	Direct Sales Representative- Residential	Linkedin	1	0
		Appcast	8	1
		Astound Broadband Website - Careers Page	1	0
DIREC009106	Direct Sales Representative- Residential	Indeed	2	1
		Appcast	2	0
DIREC009143	Direct Sales Representative- Residential	Indeed	1	1
		Appcast	2	0
DIREC009151	Direct Sales Representative- Residential	Employee Referral	1	1
		Appcast	1	0
DIREC009152	Direct Sales Representative- Residential	Indeed	1	0
		Appcast	5	1
		Astound Broadband Website - Careers Page	1	0
IMPLE009026	Implementation Project Manager I or II	Billboard	1	0
		Astound Broadband Internal Posting	2	1
QUALI009225	Quality Assurance Coordinator	Word of Mouth	1	1
		Astound Broadband Website - Careers Page	1	0
QUALI009226	Quality Assurance Coordinator	3rd Party Agency	1	1
		Indeed	1	0
SALES008926	Sales Support Specialist	Linkedin	2	1
		Indeed	3	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
STRAT009012	Strategic Account Executive - GEMS	Employee Referral	1	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
WAREH008918	Warehouse Technician I	Careerbuilder	1	0
		Employee Referral	2	1
		Linkedin	1	0
		Indeed	4	0
JR-000154	Supervisor, Sales	Billboard	0	0
		Employee Referral	1	0

		Linkedin	0	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	2	1
		Current Worker	2	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
DIREC009216	Direct Sales Representative - Residential	Employee Referral	0	0
		Former Employee	1	1
		Linkedin	0	0
		Indeed	1	1
		Appcast	3	0
		Astound Career Website	2	1
		Career Builder	0	0
		Jobcase	0	0
JR-000526	Broadband Technician I	Employee Referral	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	2	0
		Astound Career Website	2	1
		Other	0	0
		Zip Recruiter	1	0
		Jobcase	1	0
		Adzuna	0	0
JR-000184	Business Account Executive	Linkedin	1	1
		Indeed	0	0
		Astound Career Website	1	0
JR-000140	Director, Sales Operations and Support	Linkedin	1	1
		Word of Mouth	1	0
		Indeed	1	0
		Astound Career Website	1	0
		Other	0	0
		Zip Recruiter	0	0
JR-000395	Sales Programs and Operations Specialist	Employee Referral	1	0
		Linkedin	0	0
		State Job Board	0	0
		Word of Mouth	1	1
		Glassdoor	0	0
		Facebook	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Current Worker	5	0
		Other	0	0
		I know someone who works here	1	0
		Job Fair	0	0
		My Astound Bill	0	0
		Instagram	0	0
ACCOU009228	Sr Enterprise Account Executive	Employee Referral	2	0
		Linkedin	0	0
		Indeed	0	0
		JobGet	0	0
		Astound Career Website	0	0
		Current Worker	0	0
		Other	1	1
		Job Alert from Astound	0	0
BUSIN009098	Business Account Executive	Employee Referral	2	1
		Linkedin	1	0
		Appcast	1	0
		Astound Career Website	1	0
BROAD009267	Broadband Network Technician I	Linkedin	0	0
		Word of Mouth	1	1
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Other	0	0
		Zip Recruiter	0	0
		Agency	0	0
JR-000482	Human Resources Manager	Billboard	0	0
		Linkedin	2	0

		State Job Board	0	0
		Glassdoor	0	0
		Indeed	7	1
		Astound Career Website	1	0
		Other	1	0
		Zip Recruiter	2	0
		Career Builder	0	0
		Agency	0	0
		Adzuna	1	0
		Instagram	0	0
		Diversityjobs.com	0	0
		Google	0	0
JR-000545	Direct Sales Representative- MDU	Billboard	0	0
		Employee Referral	0	0
		Linkedin	1	0
		Word of Mouth	0	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	3	1
		Current Worker	0	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Monster	0	0
		Agency	0	0
		Job Fair	0	0
		Adzuna	0	0
		My Astound Bill	0	0
COMME009146	Commercial Network Technician	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	2	0
		Indeed	4	0
		Lensa	0	0
		Astound Career Website	4	0
		Current Worker	1	0
		Other	2	1
		Zip Recruiter	0	0
		I know someone who works here	1	0
		Monster	0	0
		Career Builder	0	0
		Agency	0	0
		Jobcase	0	0
		Job Fair	0	0
JR-000375	Direct Sales Representative Residential	Billboard	0	0
		Employee Referral	2	0
		Linkedin	4	0
		Word of Mouth	0	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	2	0
		Other	2	0
		Zip Recruiter	0	0
		Career Builder	1	1
		Agency	0	0
		Job Fair	0	0
		Adzuna	0	0
		Instagram	0	0
		NAMIC	0	0
JR-000149	Construction Coordinator	Employee Referral	1	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	4	1
		Astound Career Website	0	0
		Current Worker	1	0
		Other	0	0
		Agency	0	0
		Jobcase	0	0
BROAD009268	Broadband Technician I	Billboard	0	0
		Employee Referral	2	0

		Word of Mouth	0	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	2	0
		Astound Career Website	0	0
		Other	1	1
		Zip Recruiter	0	0
		Twitter	0	0
JR-000425	Broadband Technician II	Employee Referral	0	0
		Linkedin	0	0
		State Job Board	0	0
		Indeed	2	1
		Astound Career Website	0	0
		Current Worker	0	0
		Other	0	0
		I know someone who works here	0	0
		Instagram	0	0
JR-000617	Senior Strategic Account Executive	Employee Referral	1	1
		Indeed	1	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	0	0
JR-000136	National, Business Development Manager III	Billboard	0	0
		Employee Referral	0	0
		Linkedin	1	0
		Word of Mouth	1	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Lensa	0	0
		Astound Career Website	2	0
		Current Worker	0	0
		Other	1	0
		Zip Recruiter	0	0
		I know someone who works here	1	1
		Monster	0	0
		Career Builder	0	0
		Agency	0	0
		Job Fair	0	0
		My Astound Bill	0	0
JR-000358	Direct Sales Representative - Residential	Linkedin	1	0
		Other	1	1
JR-000234	Broadband Technician II	Employee Referral	1	0
		Linkedin	0	0
		Glassdoor	1	0
		Facebook	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Other	2	1
		Zip Recruiter	1	0
		I know someone who works here	1	0
		Jobcase	0	0
		Adzuna	0	0
JR-000236	Broadband Technician I	Billboard	0	0
		Linkedin	0	0
		State Job Board	0	0
		Indeed	6	1
		Astound Career Website	0	0
		Other	0	0
		Career Builder	0	0
		My Astound Bill	1	0
JR-000704	Broadband Technician III	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	3	0
		Astound Career Website	0	0
		Other	1	0
		Zip Recruiter	1	0
		I know someone who works here	1	1
		Agency	0	0
		Job Fair	0	0
		Instagram	0	0

JR-000403	Marketing Specialist	Billboard	1	1
		Employee Referral	0	0
		Linkedin	1	0
		Glassdoor	1	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Lensa	0	0
		Astound Career Website	2	0
		Current Worker	2	0
		Other	3	0
		Zip Recruiter	0	0
		Monster	0	0
		Career Builder	0	0
		Jobcase	0	0
		Job Fair	0	0
		Adzuna	0	0
JR-000394	Senior Manager, Sales Programs	Instagram	0	0
		Linkedin	0	0
		Indeed	1	0
		Astound Career Website	1	1
		Current Worker	4	0
JR-000168	National, Business Development Manager III	Other	1	0
		Jobcase	0	0
		Billboard	1	0
		Employee Referral	1	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	4	1
		Other	1	0
JR-000152	Direct Sales Representative MDU	Zip Recruiter	0	0
		Monster	0	0
		Agency	0	0
		Adzuna	0	0
		Employee Referral	1	1
		Linkedin	0	0
		Facebook	0	0
		Appcast	0	0
		Astound Career Website	0	0
		Current Worker	1	0
MANAG009232	Manager, Multifamily Escalation Team	Other	0	0
		Zip Recruiter	0	0
		Job Fair	0	0
		Adzuna	0	0
		Astound Career Website	0	0
		Linkedin	0	0
		Linkedin	2	0
		Indeed	2	1
		Astound Broadband Internal Posting	1	0
		Astound Career Website	0	0
JR-000235	Broadband Technician I	Adzuna	1	0
		Employee Referral	1	0
		Linkedin	0	0
		Facebook	0	0
		Indeed	7	1
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	2	0
		I know someone who works here	0	0
		Career Builder	1	0
JR-000166	Direct Sales Representative - Residential	Employee Referral	2	1
JR-000257	Sales Specialist	Billboard	0	0
		Employee Referral	0	0
		Linkedin	1	0
		Word of Mouth	0	0
		Glassdoor	1	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	5	1
		Current Worker	1	0

		Other	0	0
		Zip Recruiter	0	0
		I know someone who works here	1	0
		Jobcase	1	0
		Job Fair	1	0
		My Astound Bill	0	0
		Company Vehicle Advertisement	0	0
JR-000212	Manager, Small Business	Employee Referral	1	1
		Indeed	0	0
		Astound Career Website	0	0
		Current Worker	2	0
		Other	0	0
		Zip Recruiter	0	0
		Agency	0	0
JR-000296	Direct Sales Representative - Residential	Employee Referral	1	1
		Linkedin	1	0
		Facebook	0	0
		Appcast	0	0
		Astound Career Website	0	0
		Other	3	0
		Career Builder	0	0
		Job Fair	0	0
		Astound Career Website	1	0
		Career Builder	0	0
JR-000427	Broadband Technician II	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		Indeed	7	0
		Astound Career Website	4	1
		Other	1	0
		Zip Recruiter	1	0
		I know someone who works here	0	0
		Agency	0	0
JR-000167	Direct Sales Representative - Residential	Employee Referral	1	1
		Linkedin	2	0
		Indeed	1	0
		Appcast	0	0
		Astound Career Website	0	0
		Other	0	0
		Career Builder	0	0
		Agency	0	0
		Job Fair	1	0
		Astound Career Website	0	0
		Linkedin	0	0
		Other	1	0
		Appcast	0	0
		Agency	0	0
		Indeed	0	0
		JobGet	0	0
Grand Total			320	58

RCN Telecom Services of Illinois, LLC, dba Astound
Employment Unit ID #11970
Cook, Illinois County & Vanderburgh, Indiana County
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
FCC Year July 15, 2025 through July 14, 2026

Name of Source	Contact and Email	Address	Telephone	Entitled Notification
People Solved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com	P.O. Box 2626 Allen, TX 75013	416-347-8052	No
Indeed	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Astound Broadband Website - Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Astound Internal Job Posting - Internal Candidates	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
LinkedIn	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue Sunnyvale, CA	516-220-9497	No
Cross Channel Advertising (TV Spot)	Jessica Broadbent Jessica.Broadbent@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	210.632.3065	No
Buyer / Appcast	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Zip Recruiter	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Talent	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Adzuna	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Talroo	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Jobcase	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Circa Mitraech*	Tyler Kaplan tyler.kaplan@mitraech	1000 N. Water St. Suite 1200 Milwaukee, WI 53202	800.984.3775	No

*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AllLGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LatinoJobs.org, OverFiftyJobs.com, NativeJobs.org, WeHireWomen.com, and DiversityJobs.com. Circa also posts all vacancies on all of their In-Network state diversity job boards, and distributes all job opportunities to local organizations that support a diverse set of community members.

RCN Telecom Services of Illinois, LLC, dba Astound
Employment Unit ID #11970
Cook, Illinois County & Vanderburgh, Indiana County
FCC General Recruitment Report - 76.1702(b)(3)
FCC Year July 15, 2025 through July 14, 2026

Outreach Efforts	Participants	Date	Description
Astound Virtual Career Fair	Astound Talent Acquisition Team	3/25/2026	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Astound Virtual Career Fair	Astound Talent Acquisition Team	5/20/2026	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Learning Alliance Career Days	Astound Talent Acquisition Team	4/22/2026	Astound Recruiters participated in Learning Alliance's Career Day by educating their students on telecommunication career opportunities with Astound. This included a Q&A session.
Astound Internship Program	Astound People Managers and HR Team	8/15/2025	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Communicating Effectively	Astound Employees	7/15/2025 - 7/14/2026	Training offered to all employees to improve communication skills.
How to Conduct an Effective Interview	Astound People Leaders	7/15/2025 - 7/14/2026	Training geared at improving people leaders' skills on how to conduct effective interviews, including effectively assessing candidates.
Leadership Focus Newsletter	Astound People Leaders	7/15/2025 - 7/14/2026	Monthly newsletter delivered to people leaders with a variety of skill building opportunities and resources.
Workplace Harassment Prevention for Managers	Astound People Leaders	7/15/2025 - 7/14/2026	Guides Astound Managers on how to prevent, identify and resolve workplace harassment in the workplace.
Workplace Violence Prevention Plan Training	All Employees	7/15/2025 - 7/14/2026	Training aimed at educating employees on how to prevent and spot potential violence in the workplace, as well as what actions to take in such situations.
Astound Leadership Challenge Training	Astound People Leaders	9/9/2025 - 9/10/2025	In-person leadership training.
Labor Relations Awareness	Astound Employees	7/15/2025 - 7/14/2026	Training about how organization's leadership can positively influence the workplace, recognizing employees' rights and helping to prevent issues.